# Exhibit K

PRINT name below as it appears on the SOCIAL SECURITY CARD to ensure the Social Security Administration properly credits social

# DOLLAR GENERAL EMPLOYMENT FORM



| E NO   | DEBRA  | Card. Name printed below MUST match Card.   | DEbbiF  |
|--|--|---|---|
| Last Name  | First Name   | Middle Initial Preferred  | Name  |
| Street Address (NO P.O. Boxes) BLACKSUILE City   | Apt #  WV State  On ong Ali A y (REQUIRED)   | YES NO Is the <u>orimary</u> reason for himmed to: fixture/sat-up a new six permanenity close a solisaster/remodeling work, core type of project work with an ast for completion, or work ONLY months/peak times as his/her working 30 or more hours  PDATE HIRED: 825/05  New Hire OR  Store Number Is this a Market Store Depairy  Market Store Depairy  Produce Dairy  Meats | ore, relocate or tore, conduct total conduct any other signed duration during seasonal regular lob?  Will the employee a week?  Rebire  PYES NO |
| Street Address   | Apt #  | Employee's Position: (Check one below)  Store Manager Assistant Mana  Lead Clerk (3'd key) Learning   | ger 🛣 Clerk   |
| P.O. Box (if applicable)  City State   | Zip Code   | Market Store Co-Manager  Hourly Base Rate s 5.35  OR  |   |
| Home Phone<br>Number: Area Code  |  | Annual Base Salary S  (Store and hourly employees pold weekly, All others paid Weekly psychecks are distributed to the work location each avidnight.)   |   |
| Date of Birth 02-19-62  Maiden Name Simms  Maritel Status: Gender:  Single Mericel Male                          | RACE/ETHNICITY  Asian Hawalian Native or Other Pacific Islander  American Hisperiic/Latinc  Black White  Multi-Racial (having parents of different races)  | Process Level (Location)  Cost Center (Department)  Job Code/Position  Supervisor  Shift Code Wk Schedule Status AF AP AT   |   |
| Name: JACOB Eddy Phone Number  | Friend Relative Relat | Additional Contact Information  Cell Phone:  Fax Number: ()   |   |
| This document is immeded to comply with Section 4-10 amended.  Employee Signature (I certify the B Date: 8-23-05 | V  | Pink=Manager  |   |

#### Step 1 - 2005 Store Manager Performance Review

Store Manager Names HDDY, DEBRA L District Mgr. Name: PHIL CHILDS Region Mgr. Name:

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| Store #: 9880 Distri  | et #1 245                       |                                      | Region #: 12 Division #: 1   |  |
|---|---------------------------------|--------------------------------------|--|--|
| feltitibres Results and Operal  | ioni kirizi                     | T. Carlo                             | The Control of the Co | gary-Score 150% of Total   |
| Amen kapari in keyipperada<br>reyirm/tenresiri/and abiser<br>pera mancal specialismina<br>realing: 1100 Diblay Beas k   | taliperiori<br>tionisio m<br>EV | nance par<br>relinarios<br>ed linpro | is the character of the control of t | 1025<br>ad Scare Latte area a Man  |
| Expectations and bas 5the said  | Impact .                        | DEDBO                                | re Behaviors that Exceed Expectations and has A  | ove Standard Impact seems  |
|   | THE COUNTY                      | PRezolta                             | Metable Parlementer Coachier Notes (1998)  |  |
| Sales vs. Plan  survives asks budget and secret  sales with team  s implements sales building bloss —   | 214.334                         | 24,054                               | Sales slightly below goal.   | 10 x 2 = 20<br>Esteods Expectations (3.9)  |
| stan terd energy, feature displayer,<br>metocks<br>v Facus on costoyaer tervice   | WC 11                           | 10%                                  | help boot average bale.  | Needs Improvement (1.0)  |
| Shrink Management %  Couche team on think indicates, mattern and think action  Entered proper exist intelling processors  | 3."                             | ø                                    | Stey up to dails with paperwork and trace employees on shrink issued   | 10 1 2 = 25  Errech Expectations (1.0)  Mosts Expectations (2.0) Heads lupeuvenscol (1.0)      |
| Ensure securacy of Sendor receipts     Transaction report worked toolship   |                                 | 10%                                  |  |  |
| Centraliable Esp. %  • Administra commission may beaty of affectively   | 8.61                            | 8.5 <del>4</del>                     | good control on expenses   | 10 x 2 = 20<br>Exceds Expectations (1.0)   |
| Nevire Operating Statement for<br>security     Operates in a cost stoomious passes  |                                 | 10%                                  | to meet goals.   | Meals Expectations (2.0) Neals Improvement (1.0)   |
| In-Stock Level  * Place-gram and accounty prisoners complese  | 96.5                            | 96,07                                | on hand adjustments and add on orders will inclease  | 5 x 2 m 10   |
| <ul> <li>Stock counts and set break<br/>self-extrement does weekly</li> <li>Store recovered daily</li> </ul>  | W                               | 5%                                   | 1915tock 3 and naith sales   | K Meds Especialisms (2.0) Needs Improvement (1.0)  |
| Chen Stores  Store previous and interior clean and a possessial every day  Cluckmen, sharest-nodors we shale a technology and the same states.  |                                 | Weight<br>5%                         | quat sine conditions.<br>Work to maintain "New"<br>Store look.   | 5 x 2.5 sz ]2.  Exceech Expectations (1.6)  Mosts Expectations (1.6)  Nexts Improvement (1.0)  |
| Since Priendlinear  Conses per user debress queller en<br>series soins enforcer, consende<br>reconser  Consended in the priestory of the period<br>of the period of t | stnesser<br>, finality          | 5%                                   | work with all employees to ensure great customer service.  | 53 2 10<br>Execute Exponentians (2.0)<br>× Mosts Exponentians (2.0)<br>Nonda Improvement (1.0) |
| Store Success Processes  5 Studing and receiving schooling are  5 Marchaelier paged and receiving con  50 Studeness merhod bully  5 Apparel worked workly   |                                 | 534                                  | continue to push truck out in 2 days to make true for other projects   | 51 2 = 11  Excesh Expectations (1.0)  Mens Reportations (2.0)  Heads Represented (1.0)         |

Stare Manager Name: EDDY, DEBRA L.

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| St  | ep 2 -                   | 2005 Store Man   | ager Perform                       | ance Review     | 4  |  |
|---|--------------------------|--|------------------------------------|-----------------|--|--|
| (12:Manaping Others to thepact Et<br>American and anticomeration  |                          |  |                                    |                 |  |  |
| (Serie (1)  | enterthis                | performance or remisers                                    | good berinemants b                 |                 | dd Scores io thu s   | cuon He  |
| Radiers 1. 5 T. Displays Bilbaryers that<br>and had Standard Impact 3.5 T. Display  | ya llebe                 | viars that Extred Experts                                  | there and has Above                | Standard Impact |  | Part L   |
| Sci Lera feri kilp: Neisponsi ibilitiki 1974.  Demmatir a tel Landarship & Managemet et Ablizy  * Schechies/Pine & Deligation work.  * Models serving others to story lease and nutrinous  * Prayrides peak for stimiogenthesis  * Addrayss conclude googerunities  * Addrayss conclude googerunities  * Randway Emiliet  * Randway Emiliet | 10%                      | Use EZ plan<br>to specify i                                | ner towns her<br>north to be       | machine and     | 10 x _E<br>Exceeds Expert<br>/ Monte Experted<br>/ Vends Improved  | 2 = 20<br>silous [3.0]<br>one (2.0)<br>and (1.0) |
| Team Effectiveness Strength' Cabelyspers  *Doos train trans emphors as all appreciant fascium  - Employee satist each other  *Low Coeffective IX calls  | 10%                      | work to built  | ume a tea                          | u project       | Expects Expects  Alerts Expectsi  Heeds Improve                    | acut (1.0)                                       |
| Well-Trained Employers' Develops<br>Others<br>• Alth tolls to operate ritus<br>• Units oriented and trained<br>• Instant development plans for members<br>with upweed potential   | 10%                      | Tram or pect   | of man                             | age munit;      | Extends Expects Morro Expectso Needs Insproves                     | ations (3.0)<br>ans (2.0)                        |
| Kenphayes and Cantomer Safety  * 2 Sampleyes Accidents  * 5 Cartoner Archdems  * Sefery Violations  * Sefery Violations  * Holds safery randillas before reneiving hachs  | 10%                      | hold months<br>quarre sal                                  | too Alon on                        |                 | Excessis Expectation  Month Expectation  Number Improve            | stions (3.0)<br>com (2.0)<br>com (1.0)           |
| Staffling  "Plans productive town procedure  * ASM Then included  * Chair Table Booked  * The Staffling of the process  * New May paper work treaty   | 10%                      | enterviews of a beach w                                    |                                    |                 | Bacoods Especial  Bacoods Especial  Aleeta Especial  Needs Improve | sticas (3.0)<br>iona (2.0)                       |
| 102.5 + n   | Mana;<br>Others          | 7,00   | 2.13                               |                 | Tubi Performan<br>Score<br>2, 13                                   | er Haview  |
| Corporate Complical with all corporate  | policie:                 | feminant conjust bus a                                     | Set                                | F               | RATER  |  |
| (Failure to affects to corporain templicates racing and may because staciplinary section is   | will rered<br>g as and i | t be on protestl below standard<br>actuality termination.) | J <sub>YES</sub>                   |                 | X YES  |  |
| X Deb. Hally 22100 OVERALL PERFORMANCE REVIEW SCORE Store Manager Signature Thil Chill 22100 175: - Behav Standard 175: - 130 * Standard  |                          |  |                                    |                 |  | dard   |
| District Menager Signature  X Region Manager Signature  White Copy investigation  |                          |  | Date  14/66  Date  Vellaw Copy: Ea | Review Dat      | e: 2/21/Q Pink Copy Manag  |  |

|  |         |                              |                           |        | DDY, DEBRA L 9880  |  |                                 |  |                  | EDDY, DEBRA L 9880 Store Hauspet Native Store Republic   |
|--|---------|------------------------------|---------------------------|--------|--|--|---------------------------------|--|------------------|--|
| DOLLAR BENERAL  ED MARISNICK DRING HUMBER HUMB TIM LESTER AUGUS PLANSES RESULTS AND ALEAS OPERAIDED SPORT, Week  | suks In | ATION<br>on the Si           | S<br>mre Visi<br>y and yo | To The | e Manager Performance Review  245 1  Innersh Number  12 2 2 19 - 07  Apren Date  RAYTINS  1.00 - Need, Improvemer  2.00 - Need, Improvemer  2.00 - Need, Improvemer  2.00 - Need, Improvemer | DOLLAR GENERAL  II. PEOPLE MANAGEMENT. Assass the employees 4-bits; to create and that contributes to look business process. In that contributes to look business process. In the representation of categories before to assass in Write Scadeling, bitches to habit to prove part good parliamentas.  | Lise maa<br>performe<br>mance i | a strong<br>sures ar<br>nce leve<br>or to rela | temm<br>d<br>fs. | RATINGS  1.00 - Reads Incrowment |
| igeneral observations are summaruse the portramance expected tons.  PHEASUREMENTS Saloss 9th. Phan - Reviews takes baselyer and schual assess - Reviews takes baselyer and schullenge are set according to the schedyled data - Generates and derhyderments have baselyding  |         | i abbin                      | RE-111                    |        | COACHING NOTES  SPHS VERY GOOD THY  ACUS On A better INSTOCK to  | LEADERSHIP RESPONSIBILITIES Demonstrated Landership and Management Ability  - Schemate, place and adeptace the were - Model School (Daniel Daniel Daniel - Cultures)  - Model School (Daniel Daniel - Cultures)  - Models School (Daniel - Models School - Mod | 10                              | 3  | 300              | gives positive Reinforcement   |
| Meast for divising period  Postures and Style real measure of  Postures and Australian Style  Postures and Australian Style  Postures Style Real Real Real  Postures Style Real Real  Postures Style Real Real  Postures Style Real Post Assurptions Property  Casalian Analysis Log and Toolt Houselds  Assurptions I have seed by processing his  Postures proper seat handling  Cears Transaction Sheet or a monthly  Cears Transaction Sheet or a monthly  Cears Transaction Sheet or a monthly  | 10      | 25                           | 1,5                       | 250    | Herp sales going  CHAILENGE T/Y will be shewe Against \$/14 - focus on All Avenues   | Team Effectiveness and Strongth of other school of the property of the school of the property  | 10                              | Z  |                  | need to try to keep a fear to make them stronger.  |
| beid  Enter transcent season of a monthly beid  Enteres scrumely of vendor receipts using one beit  Profit Improvement  Profit | 10      | 3                            | 3                         | 300    |  | Trained and Daysioped Fears  - Assiston manages in well trained and able to concean the stocks have store menager's absence - Sales associates receive bether larger schedung and gold since - Industrial Servicipinarial plans for people-years with surveit potential Staffing Staffing - St | 10                              | 2  |                  | 10,100 1. 2 2 3.   |
| Banker Sixe  Cert and barkers are available for customers and offered by employees  bosome associates at the register are supporting add-on them  liam or the week is updated and placed   | 5       | 2                            | 2                         | 1.00   | = A/ - = =====   | <ul> <li>Here and relative productive tesses members</li> <li>Assistant store manager and easies associated that it related the</li> <li>Paper a pricery or fitted open position</li> <li>Employees and Customers Safety</li> <li>Despites a safe environment that metawares</li> </ul>  | 10                              | -  | 200              |  |
| Stora Cleanliness  Stora certain and locating (including institution) and obtained (including institution) are dean and well presented invery day.  Colocitation in clean and including are clean of both and including and imported of Cheminess and important air places in institutional between inshibitions and width with imposite arresping after firepsing.  | 10      |                              | υ                         | 2.00   | Store is Allowyo [lean+ organize] sportmop paily where needed  | be the for employee and distriction accidents to be implemented and directs of their structure processes that reduce repatitive litting attenty.  II. Cake (45%)  TOTAL DERFORMANCE REVIEW  1.(1/1/)   | of Tot                          | 21)  | 1,00             | 0 /  |
| Stora Friendliness  • Ensus sure team deliver quality mather server  • Greet, and thanks curroners  • Offer sethance to melamore  • Outers at frends curroners   | 5       |                              | 3                         | 150    | forendly + or tgo of team  | 1772   | ii. Cales                       |  | Ď                | Total Parlemance Review Score  2.19-07   |
| Storm Surcess Processes  Store Surcess Processes  Company of the Environment of  Company of  C | 5       |                              | 3                         | 15     | to get BACK GA STOCK   | Self YES NO Rater YES NO Allows in where in corporate conductors will re- an inversib below at endanger states and may inclu-  | C Ni An                         | X L  |                  | 1640 1407 2-1407 Case 2-123/67 200 200 200 200 200 200 200 200 200 20  |
| Wreta Copy   | (55     | Tugory<br>i% of T<br>Departm | otal)                     | 1147   | Stary: Imoloyes Park Eusy: Manager   | ascapholory ection up to mid including terminati   |                                 | -  |                  | Copy: Employee Pois Copy: Marger   |



### DOLLAR GENERAL

#### 2007 Store Manager Performance Review

# II. PEOPLE MANAGEMENT

Assess the employee's ability to assist in creating and managing a strong team that contributes to total business success. Use measures and observations of categories below to assess performance levels. Write Coaching Notes to help improve performance or to reinforce good performance.

#### RATING5

- 0 Outstanding VG Very Good
- G Good
- NI Needs Improvement
- U . Unsatisfactory

|  |        | 4B     | 5B   |
|--|--------|--------|--|
| LEADERSHIP RESPONSIBILITIES  | WEIGHT | RATHIC | COACHING NOTES   |
| Demonstrated Leadership and Management Ability Schedules, plans and delegates the work Models Serving Others to store Learn and customers Provides positive reinforcement Addresses coaching opportunities and administers courseling as necessary Resolves conflict Ensures that company policies and procedures are followed | 10     | O      | The store has a positive environment. There is little conflict among the employees. Good jog in regards to suggestive selling and literacy collection. You have good leadership abilities and are able to teach and coach effectively. |
| Team Effectiveness and Strength Offers advice and insight to others to help them succeed Provides an environment that encourages cooperation and unity Cross trains team members on all operational functions Hotivates employees to work well together Low conflict and minimal employee relations incidents                  | 10     | Ō      | You have good team cohesiveness. Give good guidance to your team and promote teamwork. Use the recognition certificates to thank your employees every week for something they've achieved.   |
| Trained and Developed Team  Assistant manager is well trained and able to operate the store in the store manager's absence  Sales associates receive orientation, training and guidance  Initiates development plans for employees with upward potential  Delegates appropriately  | 5      | VG     | Give good communication with your management staff regarding the communication center and its uses. Use the new employees orientation guide to train employees. Review the weekly summary with your ASM and LC every week.             |
| Staffing  - Hires and retains productive team members  - Assistant store manager and sales - associate turn is minimal - Places a priority on filling open positions   | 15     | NI.    | You have had high furnover over this year. Again, use the orientation guide to train new employees; and assign a buddy for development.  |
| Employee and Customer Safety Operates a safe environment that minimizes the risk for employee and customer accidents Implements and directs efficient stocking processes that reduce repetitive lifting activity   | 5      | VG     | The sales floor is kept clear of possible tripping hazards. The receiving area is organized and merchandise is clear of the exit.  |

| ASSIGN AN OVERALL PERFORMANCE REVIEW | RATING:            |  |
|--------------------------------------|--------------------|--|
| Outstanding - Very Good              | Good C Needs       | s improvement Unsatisfactory               |
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| 2312  | with our Code of   | To your knowledge, have you complied with all applicable laws and regulations while acting on our behalf? |  |
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| Debra Eddy First F | ~  |
| Store Manager Names  | 75 |

| DOLLAR GENERAL 2007 Store Manager Performance Review   |   |
|--|---|
|  | A STATE STATE                             |
| Michael C. Giles Company of the state of the | to be a few for the state of the state of |
| District Number Number Office Number   | Humber                                    |
| Construct manages manner   | /2008                                     |
| Tim Bestera, 整理性 的是在自然的影響和电影的 表现在是是由于现代的,可以但是  | 2000                                      |
| Bening Manager Name  | lote -                                    |

# I. BUSINESS RESULTS AND OPERATIONS

Assess operational performance. Use results from the Store Visit Scorecards, Monthly Store Report, Weekly Store Summary and your general observations to summarize the employee's ability to meet performance expectations.

| RATINGS                |  |
|------------------------|--|
|                        |  |
| O - Outstanding        |  |
| VG - Very Good         |  |
| G - Good               |  |
| NI - Needs Improvement |  |
| 11 - Ilnsatisfactory   |  |

|  |         | 3 4A                                  | 5A   |
|--|---------|---------------------------------------|--|
| MEASUREMENTS   | CIEIGHT | RESULT RATING                         | COACHING NOTES   |
| Sales vs. Plan  Reviews sales budget and actual sales with store team Ensures planograms, planners and endcaps are set according to the scheduled date  Generates and implements sales building clean for driving profit  Ensures daily restocking occurs  Focuses on customer service   | 15      | 104.<br>46%<br>Q                      | Great job on sales! Continue to focus team on customer service. Push team to suggestive sell and merchandise impulse areas for additional sales. Keep ensuring all planograms and planners are finished on a timely basis. Make finishing the stocking process in two days is a priority and the team; restocks everyday? Push to have no freight in the receiving room. |
| Shrink Management  Ensures completion and understands the use of the STARS Shrink Poster, Transaction Analysis Log and STARS Huddles  Always knows the weekly inventory level  Ensures proper cash handling  Clears Transaction Sheet on a monthly basis  Ensures accuracy of vendor receipts using the HHT  | 10      | 1.63                                  | Your team has a good understanding of the communication center, and always has the transaction sheets up to date. You had good cash control throughout the year. Your vendor accuracy was very consistent. Use the TAL to coach employees on average basket, voids, keyed items, and items per second, and communicate to them where they stand everyday.                |
| Expense Management Reviews the Monthly Store Report for expense control opportunities such as utilities, supplies, etc. and takes action Manages store labor % and dollars to plan   | 5       |                                       | Good control of expenses to LY. Review your monthly store report consistently to identify areas for improvement. Good labor control throughout the year. Plan and be committed to hit the budgeted hours weekly.   |
| Store Cleanliness  Ensures that store exterior and interior (including restrooms) are clean and well presented every day  Assigns daily cleaning of checkouts, shelves and coolers and follows up  Focuses team to maintain a clean and organized receiving area.  Cleanliness and appearance of floors is maintained between maintenance visits with regular sweeping and mapping | 10      |                                       | Good job on the overall cleanliness of the store. Continue to be committed to the improvement of our Clean. Assign some every day for the daily cleaning using the EZ planner.   |
| Store Friendfiness  Ensures store team delivers quality customer service  Greets and thanks customers  Offers assistance to customers  Creates a friendly environment  | 10      | 5.7 G                                 | Be a good example to your employees. Help customers over all else. Consistently precitand thank customers and make them feel welcome. If there are problems with customers or employees, handle it discretely and in a timely manner.  |
| Store Success Processes  Store schedule and EZPlanner are completed properly and posted on time Einsures sales floor is consistently recovered Einsures damages are kept current and markdown cart is in use   | 5       | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Ensure the communication center is completed daily, and the EZ planner is being filled out and posted daily. Next is to make sure the employees are checking off the tasks as they are completed and having the managers highlight for verification, especially hourly recovery.   |

| Certification & Disclosure Form  |  | -                        |  |
|--|--|--------------------------|--|
| I certify that:  |  |                          |  |
| <ul> <li>I have read Serving Others: Dollar General'.</li> <li>I will comply with our Code's requirement work at Dollar General.</li> </ul>  | s and with any law                         | s and regulations that   | t apply to my  |
| <ul> <li>I will immediately report possible Code violed identified in our Code.</li> <li>I have listed below (and on any attached pages 10-14 of this Code) I may have will potential conflict has been previously discipled.</li> </ul> | pages) all potential<br>th Dollar General, | conflicts of interest (  | explained on er or not the   |
| that I have nothing to report.   |  |                          | Meno de la companya d |
| <ul> <li>I have listed below (and on any attached possible know about. If I leave this space blank, I have not been reported through a method</li> </ul>   | certify that I have                        | no ethical concerns t    |  |
| understand and agree that:   |  |                          |  |
| Our Code represents Company policy.     My signature is a requirement of my emplo     I can be disciplined for a Code violation and     Nothing in our Code creates an express of employment-at-will relationship with Doll              | i can lose my job er<br>or implied contrac | ven for a first offense. |  |
| Debra Coldy & Da   | )_//-09<br>te                              | Store M. Position        | anagen   |
| DEBRA CDDY Print Name  | Employee Ide                               | Intification Number      | Processing and Control of the State (State (State State Stat |

Return the completed Certification and Disclosure Form to the Imaging Department in Integrity Place.

|   |        |         | DEBEA EDD  | 4 9880<br>Store Hismber /  |
|---|--------|---------|--|--|
| mail an efuenal   |        |         | 2008 Store Manager Performan   | ice Review   |
| III. PEOPLE MANAGEMENT Assess the employee's ability to create total business success. Use measures performance levels. Write Coaching November 1990 of the performance of the performance.   |        | inage a | strong team that contributes to one of categories below to assess prove performance or to rows.  | anding<br>Good   |
|   |        | 4B      | 5B   | res  |
| Demonstrated Leadership and Management Ability Schedules, plans and delegates the work Hodds Serving Others to store team and customers Frondes positive reinforcement Addresses coaching opportunities and administers counseling as necessary Resolves to fillst Ensures that all employees follow Company policies and procedures  | 10     |         | In 2009 we must have a leadership of lea your team to their strengths. Set goals for feedback on successes and encourageme Administer counseling on constant negative performance and results.                             | ding by example and motivate r your team and give constant nt and coaching on opportunities. tive behaviors that effect  |
| Team Effectiveness and Strength  Offers advice and Insight to others to help then succeed  Provides an environment that encourages tooperation and unity  Cross trains beam members on all operational functions  Notivistic employees to work well together  Low conflict and minimal employee neightors incidents   | 10     | 6       | Make sure we spend time this year have<br>employees to build team unity. Use the<br>with people, having an open door polic<br>letting them know that you care about  | cy to talk about issues, and their success.  |
| Starfing, Trainting and Developing Assistant manager is well trained and able to operate the store in the store manager's absence Sales associates receive orientation, training and guidance Initiates development plans for employees with upward potential Recognities positive improvements and accumplishments Assigns work as appropriate toward the poel of training and developing employees Illies and realists productive team trembers Assistant store manager and sales associate turn is minimal or improving Planes a princitly on filling open positions | 10     | 6       | You must train your ASM and LSA to when you are not there. Continue the new SA with the new hire orientation person for their accomplishments and Work to develop the knowledge and use that they can move upward if so de | checklist. Recognize each coach them for desired results. inderstanding of your associates sired.  |
| Employee and Customer Safety  Operates a safe environment that minimize the lisk for employee and customer accidents  Implements and directs efficient stocking processes that reduce repetitive lifting activity   | 5      | VG      | Focus on safety in 2009 by making sure all emit comes to working in your store. Keep your semployees the guidelines on running and work  | tore sale for all customers, by  |
| ASSIGN AN OVERALL PERFORMA  | VCF RE | VIEW F  | ATING:   |  |
| 0   | C      | )       | Neads Imr  | provement Unsatisfactory   |
| Outstanding   | Very ( | 100d    | Good Needs Imp   |  |
| SIGN AND DATE  X STATE Harrager Suprature  Region Harrager Suprature  DG-HR-5013SMT-20081208E   | 步走     |         | 2/27/69 2/20/09 Page 2 of 2  | CHECK YES OR NO  Have you complied with our code of Business Conduct have you complied with all applicable with a possible with a possible with a confidence of the property o |
|   |        |         |  |  |

| Employee Identification Number |              |
|--------------------------------|--------------|
| DeBRA EDDY                     | 9880         |
| Store Manager Name             | Store Number |

| V | 2008 Store Manag      | jer Performance Re | view            |
|---|-----------------------|--------------------|-----------------|
|   | Lee Holcomb           | 245                | 3               |
| 4 | District Manager Name | District Number    | Division Number |
|   | Tim Lester            | 12                 | 2008            |
|   | Region Hamager Natric | Region Number      | Review Date     |

#### 1. BUSINESS RESULTS AND OPERATIONS

Assess operational performance. Use results from the Store Visit Scorecards, Monthly Store Report, Weekly Store Summary and your general observations to summarize the employee's ability to meet performance expectations. Write Coaching Notes to help improve performance or to reinforce good performance.

# RATINGS O - Outstanding VG - Very Good G - Good NI - Needs Improvement U - Unsatisfactory

|  |        | 3  | 4A             | 5A   |
|--|--------|--|----------------|--|
| MEASUREMENTS   | y.EiGr | rE≅Or7                                       | 3 ت <u>ي</u> ر | COACHING NOTES   |
| Salles ws. Plan  Achieves sales plan  Reviews sales to budget with store team and discusses sales building ideas  (Villiass HAMP to ensure that plantograms, planners and endcaps are set to standard and schedule  Generotes and implements sales building ideas for driving profit  Ensures daily recovery occurs  Trains and coaches store team on delivering customer service - greeting, eaststring, training, and inviting back  | 15     | Act<br>TO<br>PLAN<br>109.81<br>CO-P<br>14.48 | .0             | Drive sales in 2009 by following the model store standards in your store. Focus on clean, in-stock and recovered. We must institute and maintain the recovery program from hourly to closing recovery. We must set every plan-o-gram and every monthly MMAP on a timely basis and set with 100% execution. We must discuss sales performance with every employee everyday.   |
| Shrink Management  Achieves shrink improvement goal  Achieves shrink improvement goal  Ensures completion and understands the use of the STARS Shrink Poster,  Transaction Analysis Log and STARS Huddles  Reviews the Communication Center regularly and explains the information to employees are appropriates  Always knows the weethy inventory level  Ensures proper cash handling  Clears Transaction Sheet on a monthly basis  Ensures accuracy of vendor receipts  using the fift?  Trains new associates on shrink  Trains new associates on shrink  procedures and Team Commitment   | 15     | TY 2.28 LY 1.63                              | ٧6             | In 2009 we must coach and teach around the communication center to all your employees. We must have compliance on filling out all parts of this program. We must make sure all team members have a good understanding of shrink and shrink awareness and we must have every employees commitment that they will help eliminate shrink both externally and internally. We must hold all employees accountable for their performance and coach around the indicators to drive positive performance. We must follow all policies and procedures when it comes to shrink management and be committed to 100% execution.                                    |
| Store Stendards/Processes  Achieves and maintains Model Store Standards per plan  Ensures that all phanograms are set, end all seasonal displays, dispatings, sidendrys, ledges and capthelves are maintained Ensures that NHAP process is consistently executed in a timely and scourate manner implements actions on SVS Artion Plan Ensures all dadity, weekly, monthly housekeeping activities are competed  Trains all associates in company Standard Operating Procedures  Trains the store team in proper use of processes/prod to complete assigned tasks and responsibilities - Fully utilizes 50P Manual, Store Schedule, EZPlanner, Communication Center, Damage/Pardown and SVS Action Plan to manage daily operations to standards  Ensures store team provides riendity service consistently | 25     |  | NI             | In 2009 we must achieve or maintain the model store standards in your store. We must have a plan of action in your store that will execute this program and maintain the highest standards, we must teach our employees what model store is and hold them to that standard. We must utilize the tools in front of us to help drive the processes that will get us to model store. Programs like the EZ planner, MMAP process, recovery process, T+1, T+2 process. We must follow the action plans set forth on SVS visits and complete on a timely basis. We must also have a sense of urgency and ownership to drive every process to 100% execution. |
| Expense Misnagement  • Reviews the Monthly Store Report for copense control opportunities such as utilities, supplies, etc. and takes action  • Manages store labor % and dollars to plan; manages other expenses to plan  | 10     |  | U              | in 2009 we must manage our expenses to plan and drive manecessary spending away. We must be aware of our labor dollars and spend only what is given to us. I want you to review weekly and monthly reports and react to any adjustments to expenses.  OT 339 he 5  |

| U. S. Department of Justice<br>Immigration and Naturalization Service   |  |   | OMB No. 11 15-0136<br>Employment Eligibility Verification  |
|---|--|---|--|
| Please read instructions carefully before con ANTI-DISCRIMINATION NOTICE. It is illeging which pocuments they will acce expiration date may also constitute lilegal dis             | npleting this form. I<br>al to discriminate ag   | The instructions must be ava  | illable during completion of this form.  |
| Section 1: EMPLOYEE Information a   | STATES THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN CO | empl  | signed <u>by employee</u> at the lime<br>byment begins.  |
| Print Nema: Last EDDY   | DEBRA  | Middle Initial  | Malden Name<br>Simms   |
| Address (Surger Name and Number) Thomas Ru  | n Rhad   | . Apl #   | Date of Birth (month/day/year)  O2-19-62   |
| * Blacksville   | State: WV  | Zip Code  | Social Secretor  |
| I am aware that federal law pimprisonment and/or fines for false suse of false documents in connection of this form.  | tatements or   |   | oskident (Allen # A  |
| Employee's Signature  | £ 51.12  |   | Data (montr/day/year)  |
| Preparer and/or Translator Certification other than the employee.) I atlest on  | der penalty of perjury,  | npieted and signed if Section 1<br>that I have assisted in the com            | is prepared by a person  |
| to the bast of my knowledge the Infon Preparers/Translator's Signature  | naeon is true and con  | Print Name  | The state of the s |
| Address (Street Name and Number, Gry, St  | ate, Zip Code)   |   | Date (month/day/year)  |
| Section 2: EMPLOYER Review and \ List C as listed on the reverse of this form and   |  | from List A OR examine on   | try amployer. Examine one document be document from List B and one from ty, of the document(s).  |
| LISTA   |  | IST B ARD   | LIST C   |
| DOCUMENT TITLE:   | Driver   | Tarbol Historian  | Sound Security Card  |
| ISSUING AUTHORITY:  | State o  | F West Virginia   | u.s.A.   |
| DOCUMENT 4:   | 2 19/  | 2   | NA   |
| Expiration Date (if any):   | 211  | Δ,  |  |
| Expiration Date (if any):/_/  |  |   |  |
|   |  |   |  |
| CERTIFICATION - I attest, under p<br>the above-named employee, that th<br>employee named, that the employe<br>best of my knowledge the employe<br>may omit the date the employee be | ne above-listed one began employe is eligible to we  | locument(s) appear to I<br>yment on (month/day/yt<br>ork in the United States | pe genuine and to relate to the ear) & /25/05and that to the   |
| Signature of Employer or Authorized Represents  | tive Print Name  | na Aloitte  | THIS   |
| Business or Organization Name Address   | SS (Street Name and Numi   | M. Childs<br>Der, City, State, Zip Code)                                      | Date (month/day/year)  |
| DOLLAR GENERAL - Store # 98   | 80_;   |   | 8/25/05  |
| Section 3. Updating and Reverificat   | ion. To be comple  | oted and signed by employ   |  |
| A New Name (if applicable)  | 123  | B. Cale :   | ronre (monuvae)/jest) (II suppleable)  |
| C. If employee's previous grant of work authorization is abginisty.  Document Tide:   | see septient, provide the in   | formston boker for the document the Expiration Date (if emy):                 | The metablishes carrient employment  |
| ( steet under penetty of perjury, that to the best of m<br>presented document(s), the document(s) I have exen   |  |   | itied States, and if the employee  |
| Signature of Employer or Audiorized Represent   |  |   | Date (month/dey/year)  |
| Porm La (Rev. 11-21-91) N   | 1  |   |  |

Employee Identification Humber

|  |                          | Eddy,             | Debra  | 9880   |
|--|--------------------------|-------------------|--|--|
| DALLED OF ITS AL   | 13                       | Store Man         | eger Name  | Stare Number   |
| DOLLAR GENERAL 2009  | Store                    | Mar               | ager Performance Review  |  |
| III PEOPLE MANAGEMENT. Assess the employee's ability to create and manage a strong te- total business success. Use measures and observations of cate- performance levels. Write Coaching Notes to help improve perf reinforce good performance.  | gorles b                 | elow to           |  |  |
|  |                          | 4B                | 5B   | _  |
| Demonstrated Leadership and Management Ability Consistently demonstrates the ability to be practive and stay focused on tasks, projects and activities to meet assigned gools/deadlines in a timely maner. Able to sort and assign work in appropriate way Expresses thoughts effectively and concisely while actively listening to others Remains calm and professional when faced with challenging situations Continues to be productive when faced with challenging situations Continues to be productive when faced with challenging situations Continues to be productive when faced with challenging situations Feptresses honest opinions and maintains possiblon even when it is unpopular to do so, when appropriate to do so, when appropriate to do so, when appropriate Makes timely and effective decisions using good judgment when faced with multiple, conflicting and sometimes insufficient data Models Serving Others to store team and customers provides positive rainforcements  | 10                       | NI<br>Eving       | Your leadership in 2009 was almost 2010, you must ensure your store tea focus and attention. Your decision in communications lacked clarity and p in 2010, I need you use your knowle wisdom to influence the performance your team while holding them accounts.   | m receives proper naking and recision.  dge, experience and eand eand execution of                       |
| Addresses coaching opportunities and administers counseling as necessary     Ensures that all employees follow Company policies and procedures     Values include integrity, respect for dignity and diversity of others,     professional majority, team success     Team Effectiveness and Strength     Nelenties focus on exceeding expectations with the quality of work     delivered     Forms parcnerships with coworkers to find common ground and leverage     outcomes     Crest trains team members on all operational functions     Antidipates and involves others who will be impacted by decisions and  | 10                       | N                 | a strong and powerful voice within y  You must demonstrate a relentless focus on expectate your teams efforts to deliver results. There several pe- issues in 2009. Continue to solicit District support by forming partne leverage your their teams knowledge and skills with to  | OUR SIOPE.  ions and quality of work with resonned or employee relation rahips with sister stores and    |
| Low conflict and minimal employee relations incidents  Staffing, Training and Developing Assistant manager is well trained and able to operate the store in the store manager's obsence Siles associates receive orientation, training and guidance Initiates development plans for employees with upward potantial Recognities positive improvements and eccomplishments Assigns work as appropriate toward the goal of training and developing employees Itimes and retains productive learn members Assistant store manager and sales associate turn is minimal or improving  | 10                       | pand              | Struggling.  Staffing has presented opportunities for your team in 2005 and femding the district while SA turnaver is at 162% YTT In 2010, emphasis is needed in team development. Enum capable and knowledgeable in the Store Processes and Bu and educate team so current sakes trends, merchanditing indirectors (Comm Center - STARS - TAL, etc). Ensure the trends and reapond to indicators during SM absence, Provision administrations and communications. | both ASM and LSA are sinces Performance. Review accontation and shrink by are able to speak to business  |
| Pleces a priority on filling open positions     Employee and Customar Safety     Operates a safe environment that minimizes the risk for employee and     customer accidents     Implements and directs efficient stocking processes that reduce repetitive     lifting activity   | 5                        | 0                 | Ensure timely training of Safety CBL modules espe<br>on-hearding of new hired team members. Ensure co<br>habits and proper use of safety tools and equipment   | empliance to safe work   |
| ASSIGN AN OVERALL PERFORMANCE REVIEW RATING:   |                          |                   |  |  |
| 0 0  | 1                        | 0                 | •  | 0  |
| Outstanding Very Good  | G                        | ood               | Needs Improvement  | Unsatisfactory   |
| ·  |                          |                   |  |  |
| SIGN AND DATE  |                          |                   | CHECK YES OR N Have you com with our Code Business Cond and Ethics this  | plied To your knowledge,<br>of have you complied<br>but with all applicable laws                         |
| Store Hanager Signature  | terifolium mage titorium | The second second | Date SELF GYES   | NO SYES ONO 8  |
| Mutrict Mane of Diffinitive  |                          |                   | H-3-10 RATER @YES C  | NO OYES ONO  |
| And the state of t |                          | : ::              | Fallure to adhere to con an overall uncatisfac   | TE COMPLIANCE porate compliance will result in tory rating and may include to and including termination. |
| 3-HR-5013SMT-20091231  | Pag                      | e 3 of            | 3  |  |



| Employee Identification Number | ĵs           |  |
|--------------------------------|--------------|--|
| ·Eddy, Debra                   | 9880         |  |
| Store Manager Name             | Store Number |  |

#### 

1. BUSTIESS RESULTS AND OPERATIONS

Assess operational performance. Use results sent with this document, from Store Operations as well as your general observations to summarize the employee's ability to meet performance expectations. Write Coaching Notes to help improve performance and to reinforce good performance.

|      | ATINGS                         |
|------|--------------------------------|
| 0    | - Outstanding<br>G - Very Good |
| V    | G - Very Good                  |
| G    | - Good                         |
| N    | Needs Improvement              |
| 1 11 | - Unsatisfactory               |

|  |        | 3                | 4A     | 5A   |
|--|--------|------------------|--------|--|
| MEASUREMENTS   | WEIGHT | INDEX<br>TO PLAN | RATING | COACHING NOTES   |
| Sales vs. Plan  Achieves sales plan  Evriews sales to budget with stare team and discusses sales building lides  Ulizzes HH20 on share that planograms, planners and endcaps are set to standard and schodule  Models the Find-Fill-Fix behavior to achieve expected in stock levels  Crisures daily recovery occurs  Fraits and coathes store team on delivering customer service - greeting, assisting, manking, and invilring back  | 15     | 101.<br>31%      | VG     | Good jab in sales for 2009 - store increased 9.54% over LY and achieved plan by 101.31%. In 2010 our focus must revolve around process execution in order to deliver improved results; Ensuring timely execution of MAG and Planogram Sets, Executing bourly recovery program with nightly detail direction. Driving In-stocks by executing T - T1 - T2 so that T3 OHA are accurate and timely. Train and educate team on T6 'find and fill' so that in-stock levels are maximized. Setting Customer Connection Standards at the frontend to ensure each customer is presented a Dollar General Brand Experience.  |
| Shrink Management  Adviews shrink improvement goal  Ensures completion and understands the use of the STARS Shrink Paster, Transaction Analysis tog and STARS Huddles  Reviews the Communication Center regularly and explains the information to ensure the communication Center regularly and explains the information to always knows the weekly inventory level  Ensures proper cash handling  Clears Transaction Sheet on a monthly basis  Ensures accuracy of vendor receipts Lining the HHT  Trains new ossociates on shrink procedures and Yearn Commitment  | 15     | .38              | 0      | Shrink Management in 2009 was delivered by you and your team with an inventory result of 1.45% and was below your goal of 1.82%.  In 2010 it will be critical to increase the awareness of your team:  Weekly completion of the Communication Center (STARS Poster).  Daily completion TAL followed up by weekly review of performance with each associate (Basket - Cash Accountability).  Provide associates with proper training on shrink control by ensuring all CBL modules are completed timely (Orientation, HHT, Robbery, etc.)  Ensuring a detailed and routine review of monthly TA Sheet to validate inventory adjustments and levels.   |
| Stone Standards/Processes  Achieves and maintains Nodel Stora Standards per Jain Ensures that all planograms are set, and all seasonal displays, cliostrips, sidewings, segges and capshelves are maintained Finames that HMAP process is consistently executed in a timely and accurate manner implements actions on SVS Action Plan Ensures all daily, weekly, mentify hossekeeping activities are completed Trains all associates in company Standard Operating Procedures Trains the store team in proper use of processes/tooks in complete estigned tasks and responsibilities Fully utilized SVP Hannal, Store Schooling Fully utilized SVP Hannal, Store Schooling Fully utilized SVP Hannal, Store Schooling Damage/Pharkdown and SVS Action Plan to manage daily operations to standards Ensures store team provides friendly service consistently | 25     |                  | NI     | At times, in 2009, we allowed our Store Standards and Processes slip. Overall store ratings were at a Near Model Store. Our Customer Connection OSAT was at 64.9% vs a goal of 66.8%  In 2010, we must deliver a Model Store to our customer on a daily basis.  Daily execution of the Daily Planner to ensure team stays on task (Planogram - MAG Sc Clipstrip and Sidewing Detail) provide MOD follow up.  Establish routine "housekeeping" guidelines and task to include a detailed frontend execution of cleaning and in-stock levels).  Daily execution of hourly recovery and to ensure nightly detail is delivered.  Focus on process execution and to ensure stocking tasks are concluded at 10 AM allowing for an uncluttered shopping experience for our customer.  Teach and train associates to impact in-stock levels by proper execution of endcap maintenance (following "fill-in" program in Monthly MAG) |
| Expense Management  • Reviews the Monthly Store Report for expense control opportunities such as utilities, supplies, etc. and takes action  • Manages store labor % and dollars to plan; manages other expenses to plan   | 10     |                  | VG     | Nice job in 2009 with an EBITDA result of 109.93% (\$25,000 above plan). In 2010 we must continue to focus on payroll expense and minimizing overtime by ensuring adequate staffing and timely training. Monitor expense categories monthly to ensure plans are achieved   |

|  | 7/   |
|--|--|
| DOLLAR GENERAL POYSONNO! AC  | LOCATION/STORE NUMBER  |
| DOLLAR DENERAL LOISONNE ME   | 1980 Blacksville   |
| Please print in black ink. Complete only sections that a   |  |
|  |  |
| Employee Identification Number:  | REASON FOR SEPARATION And bording areal of necessary to a 04/04/2008   |
| Employee Name: DEBRA EDDY  | Termination Date: / /  |
| Add latiting sures if marcusary in a. Os/Os/2004)  | Last Day Worked: / /   |
| EFFECTIVE DATE OF CHANGE: OL/02/2010   | VOLUNTARY TERMINATION (RESIGN)   |
| OFDE ON BLEEFE   | ☐ Q1 Dissatisfied with employment RESET CHECK GORES  |
| PERSONAL CHANGES INEW MARITAL STATUS   | 70 Falled to return to work from leave 30 On Health reasons (see instructions on severe side for explonation)                  |
| ☐ Married ☐ Single RESET CHECK BOXES   | O 4 Moved from area O 95 Personal reasons  |
| NAMECHANGE   | 3 02 Pursue another job  |
|  | 71 Resigned during investigation 07 Retirement (see instructions on reverse side for explanation)                              |
| Previous Name:   | 🗓 03 Return to school  |
| New Name:  (Must oft acts a copy of Social Security Cord showing the new legal name - regulted for processing) | OBA Without notice 3 consecutive work days, no call no show     OBB Without notice walked off job during scheduled work hours  |
| NEW ADDRESS  | 08C Without notice 2 consecutive work days (DCs only), no call no show   |
| Street Address: 7237 MASON DIXON Highway   | 08 Without notification Other :comments required for processings   |
| ~ )  | (See instructions on reverse side prior to termination)  RESET CHECK BOXES   |
| City:  | ☐ 52 Background check Falled   |
| State: Zip: County:  | 49 Drug/Alcohol Falled lest 50 Drug/Alcohol Refused test   |
| NEW HOME PHONE NUMBER  | Drug/Alcohol Violation of policy   |
| 55 (Cell)  | 14 Excessive absenteelsm/tardiness 10 48 Falsification of employment paperwork   |
|  | ☐ 41 Faisifying records ·  |
| JOB CHANGES  | 42 Inappropriate Conduct (comments required for processing)     13 Insubordination (comments required for processing)          |
| ☐ Promotion ☐ Demotion PREATY CHECK BOXIES   | ☐ 10 Not meeting performance standards   |
| ☐ Lateral Transfer ☐ Pay Increase  | 44 Unauthorized removal or use of company property 46 Violation of company policy/procedure icomments required for processing  |
| DEPARTMENT/STORE COST CENTER   | 47 Violation of safety rules 3 45 Violation of Workplace Violence policy   |
| From: To:  | 43 Mishandling or failure to protect company funds or assets other   |
| RATE OF PAY  | BO Cash shortages/overages  BY Missing deposits  |
| AND  | 1 82 Gave keys to unauthorized person  |
| From: To:  {Region monager must submit changes for state employers)  | B3 Fallure to make timely deposits  B4 Stiding merchandise   |
| 10B CODE   | 85 Written admission of their journership with Loss Prevention required  |
| From: To:  | 86 Unacceptable shrink  87 Violation of Refund/Return/Void policy  |
| !Must change if promotion or demotion!   | BB Violation of Employee Purchase policy   |
| SHIFT CODE   | LEAVE OF ABSENCE   |
| From: To:  | FMLA Leave and Company Medical Leave - The employee or manager must contact the Unum Leave Management Center at 1-866-DGS-FMLA |
| POSITION/TITLE   | (1-866-347-3652) to request a family or medical leave of absence. See the Handbook for notice guidelines.                      |
|  | Other Leave Programs – see reverse side for explanation,   |
| From: Supervisor:  | Workers' Compensation - Notify Risk Management at 1-800-456-9446 for Workers'  |
| To: Supervisor:  | Compensation leave approval.   |
| JOB STATUS   | MISCELLANEOUS  |
| ☐ FullTime ☐ PartTime ☐ PartTime ☐ DG Temporary  | 15 Death   nepsit sheet works   nepsit sheet works   16 Elimination of position (DC/Store Support Center only)                 |
|  | ☐ 60 Hired but never worked  |
| Comments:  | 62 Internship completed G 19 Lack of work  |
|  | 18 Store closing other (comment required for processing)   |
|  | 18A Store closing natural disaster (tomado, fire, etc.) 17 Other (comments required for processing)                            |
|  | 17 Other (comments required for processing)  66 Temporary Assignment Ended   |
| I certify that the above information is correct.   | I certify that the above information is correct.   |

| Employee Identification Number |              |
|--------------------------------|--------------|
| Debra Eddy                     | 9880         |
| Store Manager Nama             | Store Number |

| DOLLAR GENERAL         | 2010 Store Manag | er Performance Re | view            |
|------------------------|------------------|-------------------|-----------------|
|                        |                  | 245               |                 |
| Scott Biddle           |                  | District Number   | Division Number |
| District Manager Name  |                  | 12                | 3/22/11         |
| Tim Lester             |                  | Region Number     | Review Date     |
| Regional Director Name |                  |                   |                 |

I. BUSINESS RESULTS AND OPERATIONS

Assess operational performance. Use results sent with this document, from Store Operations as well as your general observations to summarize the employee's ability to meet performance expectations. Write Coaching Notes to help improve performance and to reinforce good performance.

| R/ | TING5                                 |
|----|---------------------------------------|
| 0  | - Outstanding                         |
| VO | - Very Good                           |
| G  | - Good                                |
| NI | <ul> <li>Needs Improvement</li> </ul> |
| U  | - Unsatisfactory                      |

|  |        | 3               | 4A     | <u>5A</u>  |
|--|--------|-----------------|--------|--|
| MEASUREMENTS   | NEIGHT | AEOBI<br>NAJUOT | rating | COACHING NOTES   |
| stee vs. Plan Achieves sales tob Achieves Ac | 15     | 101             | G      | You and your team must be aware of sales budgets and what steps must be taken to achieve them. Focus on customer surveys, What are they telling us 7How do we fix it? The MAG should be completed on time and accurately pay close attention to details spacing, signing and JLP. We need to ensure you are the 7 day work flow champion in your building to ensure all processes are in place and followed if you are present or not. Continue to drive the recovery focus. We need the bring this process to the level that a great secovery is expected as part of the culture in your building and a all processes in place to achieve it as second nature to your team.   |
| Shrink Management Achieves shrink improvement goal Insures combistion and understands the use of the STANS Shrink Poster, Transaction Analysis Log and STARS Huddles Reviews the Communication Center regularly and explains the information to employees as aboropitate Always knows the weekly inventory level Ensures proper cash handling Clears Transaction Sheet on a monthly basis Ensures accuracy of vendor receipts using the HHT Trains new associates on shrink procedures and Team Commitment   | 15     | 1.53            | VG     | - Communication boards are completed according to company policies. We must ensure the communication boards are used to teach and train our employees. Your team must understand why the information is important and what it tells us about our buildings.  - As the store manager you need to have daily conversations with your team regarding any out of bounds measurements on the communication board.  - Ensure that all key holders are aware of and can speak to inventory builds and trends.  - Ensure that you are watching and logging activities from CCTV.  - Working and clearing TA sheets should be a task that shows up on your daily planner so you can spend the time needed to ensure accuracy.  - Vendors must be more closely monitored in the coming year accountability for debits and credits should be reviewed and all vendors must be checked in under CCTV.  |
| Store Standards/Processes  • Anheves and maintains Model Store standards per plan  • Ensures that all plangrams are set, and all seasonal displays, clightings, sidewings, ledges and copisitelyes are maintained.  • Ensures that Manthy Authory Golde process is consistently executed in a lumely and accurate manner  • Implements extens on SVS Action Plan • Ensures at adays, weekly, monthy housekeeping activities are completed  • Trains all associates in company Standard Operating Procedures  • Trains of associates in company Standard Operating Procedures  • Trains of associates in company Standard Operating Procedures  • Trains and associates in company Standard  • Trains all associates in Complete assigned tasks and responsibilities  • Polity cuttings SOP Hanual, Store Scriedule, Dairy Planner, Communication Center, Dairy Planner, Communication Center, Damage/Markdown and SVS Action Plan te manage didly operations to standards  • Ensures store team browdes triendly  • service consistently   | 25     |                 | G      | This area will be the most critical to effect going forward everything we do in our stores is effected by how well we execute processes and maintain store standards.  Your team must understand what Model looks like and that it can be achieved if we use all the tools available and complete processes.  The MAG, Planos, clipstrips and sidewings should be set necurately and timely all employe should be taught to set JLP.  The communication board should be used to tracks and monitor wins and opportunities for the team. Each employee should be able to start there day at the communication board and know exactly what is happening in the building that day.  The store should put together an action plan after each SVS visit and e-mail the DM ther plans to address any issues uncovered during the visit.  All team members should know what 7 day work flow is and why it is important to the building.  We needed the staffed and properly scheduled to execute all process.  Your team must be aware of the district cleaning schedule and must execute it daily. |
| Expanse Management • Reviews the Monthly Stare Report for expense control appointmites such as utilities, supplies, etc., and takes action a Manages store labe, toughet (hours and dollars) to plan; manages other expenses to plan   | 10     |                 | VC     | - Employees should be held accountable for productivity standards Stores must be staffed in order to avoid over time expenditures Weekly labor stats should be reported by 9am every Saturday and must be reported accurately.   |

Employee Identification Number



9880

Debra Eddy

Store Manager Name

2010 Store Mar

#### 010 Store Manager Performance Re

II. PEOPLE MANAGEMENT
Assess the employee's ability to create and manage a strong team that contributes to total business success. Use measures and observations of categories below to assess performance levels. Write Coaching Notes to help improve performance or to reinforce good performance.

**DOLLAR GENERAL** 

O - Outstanding
VG - Very Good
G - Good
NI - Needs Improvement
U - Unsatisfactory

|   | <b>4</b>  |  | 4B       | 5B  |   |
|---|---|--|----------|---|---|
| LEADERSHIP RESPONSIBILITIES   |   | WEIGHT   | RATING   | COACHING NOTES  |   |
| Domonistrated Leadership and Mariagor  Consistently demonstrates the delity to be proac books, projects and estivities to meet assigned go mariner. Able to sort and assign work in alphone Expresses houghts effectively and consistency will  Continues to be productive when focat with use  Continues to be productive when focat with use profitties and droates an environment of continue expresses horest optaions and maintains position to so whon appropriate  Makes timely and effective decisions using good of multiple, confidency and sometimes insufficient of Madels Serving Others to store team and custom relationsement  Addresses cuseding opportunities and administen- relationsement  Finances that all employees follow Company poticl  Values include integrity, respect for dignity and of professional maturity, team success | tive and stay focused on<br>statisfiabilisms in a timely<br>site way.<br>It is statisfied to<br>hallenging situation.<br>realisty or changing<br>starproximent.<br>even when it is unpopular<br>ungoment when faced with<br>the<br>provides positive<br>counseling as recessery<br>as and procedures. | The state of the s | NI       | - You must be the point person for your You have to set deadlines and priorities productivity and keep the team focused e - You must address all coaching opportuinmediately. effective decisions when faced with diff - Must remain calm even when faced with you are the leader and you set the tone Lead by example and your team will be a message. | for your team ensure<br>on your goals.<br>nities proactively and<br>icult decisions.<br>th challenging situation<br>for the entire store. |
| Team Effectiveness and Strength   Nelentest Rous on exceeding expectations with to  delivered  Forms partnersips with coworkers to find commo  outcomes   Cross trains team members on all operational fun  Anticipates and implives others who will be impact  actions.  | in ground and leverage<br>ctions<br>and by decisoins and  | 10   | NI       | - You must be committed to recruiting and maintain accountable team Set the bar high for team member expectations and - You must be the first line of defense for managing must handle conflict proactively your team - each or great when focused on the right.  | i they will reach it.<br>conflict in your building y  |
| • Low conflict and minimal employee relations lead<br>Staffing, Trefining and Developing. • Assistant manager is well trained and able to oper<br>manager's absence. • Sales associates receive orientation, training and<br>initiates development plans for employees with up<br>incognize positive improvements and occumplishme. • Assigns work as appropriate toward the goal of in<br>employees. • Hires paid retains productive team members. • Assistant store manager and sales associate turn. • Places a practity on filling open positions.  | ato the store in the store<br>guidence<br>sward potential<br>ants<br>aining and developing  | 70   | G        | - Staffing with the right people at the right time - Celebrate the wins with your team Focus on creating a developmental culture in y invested in overall success All open positions must be filled quickly in or productivity Great job with training.   | our build where the team  |
| Employee and Customer Safety  Operates a safe environment that minimizes the ricustomer accidents  Implements this directs efficient stocking process lifting activity  |   | 5  | G        | Create a safe sprosphere in the building.     Follows 7 day work flow to reduce obstacles on     Store ceeds to follow all opening and closing pro  |   |
| ASSIGN AN OVERALL PERFORMANCE R   | EVIEW RATING:   |  |          |   |   |
| 0 (   | Э.  | (  | <u> </u> | 0   | 0   |
| Outstanding Very  | Good  | Good   |          | Needs Improvement   | Unsatisfactory  |
|   | · · · · · · · · · · · · · · · · · · ·   |  |          |   |   |

|   | CHEC  | K YES OR NO  |   |  |  |
|---|-------|--|---|--|--|
|   |       | Have you complied<br>with our Cade of<br>Business Conduct<br>and Ethics this year? | To your knowledge, have you compiled with all applicable laws and regulations while acting on our behalf? |  |  |
| 7 | SELF  | YES ONO  | YES ONO   |  |  |
|   | RATER | ⊕YES ONO   | ●YES ONO  |  |  |
|   |       | COPPORATE CO   | FOR ANDRE   |  |  |

ure to adhere to corporate compliance will result in an overall unsatisfactory rating and may include isciplinary action up to and including termination. Sicre Reverger Signature

X District Marrager Signature

3 5/2-11 Date 3/55/1

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4 .

| DOLLAR GENERAL PERSONNEL A   | LOCATION/STORE NUMBER  |
|--|--|
| Please print in black ink. Complete only sections that   | 3000   |
| Employee Identification Number:  | REASON FOR SEPARATION And Modeling Extra 15 Department of the Depa |
| Employee Name:   | Termination Date: 0 5 / 2 7 /2 0 1 1   |
| EFFECTIVE DATE OF CHANGE: 0 5/2 7/2 0 1 1  | Last Day Worked: 0 5 / 2 7 / 2 0 1 1 VOLUNTARY TERMINATION (RESIGN)  |
| PERSONAL CHANGES  NEW MARITAL STATUS  Married Single  NAME CHANGE  Previous Name:  | Dissatisfied with employment     To falled to return to work from leave     Health reasons free instructions on reverse side for explanation)     Moved from area     Dissand reasons     Personal reasons     Dissand reasons     To Resigned during investigation     Return to school     Return to school  |
| New Name:   Must attach a copy of Social Security Cord showing the new legal name ~ required for processing)   NEW ADDRESS               | DBA Without notice – 3 consecutive work days, no call—no show  BBB Without notice – walked off job during scheduled work hours  BBC Without notice – 2 consecutive work days (DCs only), no call—no show  BBC Without notification – Other (comments required for processing)  |
| Street Address:  City:  State:  Zip:  County:  NEW HOME PHONE NUMBER  ()   | involuntary Termination  (See instructions on reverse side prior to termination)  52 Background check – Failed  49 Drug/Aicohol – Failed test  50 Drug/Aicohol – Refused test  51 Drug/Aicohol – Violation of policy  14 Excessive absenteelsm/tardiness  48 Falsification of employment paperwork   |
| JOB CHANGES  □ Promotion □ Demotion □ Lateral Transfer □ Pay Increase  DEPARTMENT/STORE COST CENTER  From: To:                           | 41 Falsifying records   1  |
| RATE OF PAY  From:To: (Region manager must submit changer for store employees)  JOB CODE  From:To: (Must change if promation ardemation) | B1 Missing deposits     S2 Gave keys to unauthorized person     S3 Fallure to make timely deposits     Siding merchandise     Wilten admission of theft (pottnenhlp with Lass Prevention required)     S6 Unacceptable shrink     Violation of Refund/Return/Vold policy     S8 Violation of Employee Purchase policy  |
| SHIFT CODE  From: To:  POSITION/TITLE  | LEAVE OF ABSENCE  FMLA Leave and Company Medical Leave – The employee or manager must contact the Unum Leave Management Center at 3-866-DGS-FMLA (1-866-347-3652) to request a family or medical leave of absence. See the Handbook for notice guidelines.   |
| From: Supervisor: Supervisor: JOS STATUS   | Other Leave Programs – see reverse side for explonation.<br>Workers' Compensation – Notify Risk Management at 1-800-456-9446 for Workers'<br>Compensation leave approval.  |
| ☐ Full Time ☐ Part Time ☐ DG Temporary  Comments:  | MISCELLANEOUS  15 Death 16 Elimination of position (DC/Store Support Center only) 160 Hired but never worked 162 Internship completed 19 Lack of work 18 Store dosing - other (comments required for processing) 18A Store dosing - natural disaster (tomado, fire, etc.) 17 Other (comments required for processing) 16 Temporary Assignment Ended  |
| certify that the above information is correct.   | I certify that the above information is correct.  X Scott Biddle 6/8/11  |

Stores send to: HRIS DCs send to: DC Human Resources Department Store Support Center and Field Management send to: HR Coordinator, HRIS

EMPLOYEE SIGNATURE